

MISSION STATEMENT

We are committed to achieving the New Jersey Core Curriculum Content Standards at all grade levels and providing a safe and supportive environment where educators inspire, empower, and encourage students to excel.

VISION STATEMENT

Students will become life-long learners, critical thinkers, and creative problem solvers who achieve success as honorable members of society.

WORKSHOP MEETING on **February 8, 2010**, Administration Building, One Crest Way, Aberdeen, New Jersey.

I. CALL TO ORDER

Board President Mr. Kenny called the Committee of the Whole Workshop Meeting to order at **7:01 PM**.

II. PLEDGE OF ALLEGIENCE

III. STATEMENT OF ADEQUATE NOTICE

Mr. Kenny read the following Statement:

“The New Jersey Open Public Meeting Law was enacted to insure the right of the public to have advance notice of and to attend the meetings of public bodies at which any business affecting their interest is discussed or agreed upon. In accordance with the provision of this act, the Matawan-Aberdeen Regional School District Board of Education at its annual Organization Meeting adopted a schedule of the year’s regular meetings and said schedule was posted publicly, sent to our official newspaper, the Municipal Clerks of the Borough of Matawan and the Township of Aberdeen, and the Aberdeen-Matawan Joint Free Public Library, within seven days following the Organization Meeting.”

IV. ROLL CALL

Present: **Mr. Kenny, Dr. Gambino, Dr. Delaney, Mr. Ruprecht, Ms. Rubino
Mr. Warren , Mr. O’Connell, Mr. Donaghue, Ms. Hayward**

Absent:

Also Present: **Dr. O’Malley, Mr. Glastein, Ms. Irons**

V. COMMENTS & QUESTIONS FROM PUBLIC RELATING TO BOARD AGENDA ITEMS

Various Aberdeen and Matawan residents made comments, expressed concern, and/or raised questions regarding the following items included in the agenda:

- There were no questions or comments from the public.

VI. PROGRAM

Motion by _____, seconded by _____.

Dr. O'Malley reviewed the program agenda:

- First item is travel.
- Reviewed the 2010-2011 calendar. There are a few minor changes.

Mr. Glastein reviewed the revisions to the calendar.

- In January 2011, the midterm dates for the High School will be the 20th and 21st and the 24th and 25th.
- June 10, 2011 will be a half day for High School students only.
- Noted the changes in the marking period dates.

Mr. O'Connell asked how the marking period could end before the midterms. Mr. Glastein stated that's why the marking period date was changed.

Dr. Gambino asked how many school days there are to which Mr. Glastein answered 184 days.

Dr. Gambino believed the start of the school year will be tough on the students. Mr. Glastein stated this is due to the Jewish holidays immediately after the start of school.

Mr. Warren asked if the 2nd marking period always ends after the winter recess. Mr. Glastein stated yes.

Mr. O'Connell asked if the District has always had two days off for President's Day weekend. Mr. Glastein answered there are two days off this year also.

Dr. O'Malley continued reviewing the Program Agenda.

- The District is ahead of the calendar with its professional development plan which will be sent to the County Professional Development Board.

Mr. Donaghue asked if there was any overlap with The Race to the Top grant. Dr. O'Malley stated the District wouldn't receive any funds until May.

Mr. Ugliodoro and Ms. Deluca discussed the proposed changes to the World Language program.

- Scheduling of the World Languages, Art and Music. Currently in 6th grade students go through a 15 day cycle for the languages of Mandarin, French, Spanish and Italian. In the 7th grade students select one language and are in that class for 2/3 of the year. In the 8th grade it is the same with the remaining days being split between 15 days of Art and 15 days of Music.
- Proposing to move away from this "mini" format. Want students to select two languages in which they'll receive instruction for an entire marking period in each language. There will also be a full marking period of Art and Music. In the 7th grade students will take one language for two out of four marking periods. In the 8th grade students will take their language for three full marking periods and select either Art or Music for the final marking period.
- There are three reasons for these changes. First, the administration wants students to be ready for the second level of their language when they reach High School. Second, the teachers will be utilized more efficiently. Finally, students will be more developmentally ready by the end of the 8th grade. This proposal will ease students into their respective language and then in the 8th grade students will be more mature and ready for a more intensive study and make them ready for level two in their freshman year.

Mr. O'Connell inquired if the teachers are used more productively, can staff levels be cut? Mr. Ugliodoro stated it depends on what languages are selected by the students. At the current levels, a second Italian teacher would not have been needed.

Mr. O'Connell asked why some students would not be developmentally ready? Mr. Ugliodoro stated at the Middle School level, students are in more of an exploratory approach as opposed to a more in depth study of grammar and vocabulary.

Mr. O'Connell asked if students assessed on their ability to master the English language is related to doing well in a second language. Ms. Deluca stated the administration has not looked at it, but in general students not doing well in Language Arts will not do well in their World Language and vice versa.

Mr. Kenny asked about the number of days in the current "mini" system as compared to a full marking period. Mr. Ugliodoro stated instruction will go from 15 days to 22 ½ days.

Mr. Kenny also inquired about the grading system.

Mr. Donaghue asked if in the 6th grade students have to take 2 languages. Mr. Uglialoro stated 6th grade student are exposed to all four language for fifteen classes. Next year, students will select two of the four for an entire marking period.

Mr. Donaghue inquired if it would be a problem for students selecting two languages that are similar such as Italian and Spanish. Ms. Deluca stated it would not be.

Ms. Rubino asked about the enrollment for Mandarin and if it will be eliminated as a language. Ms. Deluca stated it is not good and that the administration continually looks into the enrollment in all classes

Ms. Hayward asked if students are given guidance in which language to take. Mr. Uglialoro stated the world language teachers will go to Lloyd Road and give the students a presentation about the different languages.

Ms. Hayward questioned students have the chance to change their language. Mr. Uglialoro stated a change can be made if it's early enough.

Mr. Warren asked what the goal of the world language program is. Ms. Deluca stated to meet New Jersey Core Standards and graduation requirements. Mr. Uglialoro stated the goal in the Middle school is to have the students ready for the second level of the language as freshman in the High School.

Mr. Ruprecht questioned if there is an abundance of language teachers for languages such as Mandarin. Ms. Deluca stated Mandarin teachers are the toughest to find.

Mr. Ruprecht would like to see Latin taught earlier.

Dr. Gambino asked why mid terms are not given in Middle School. Ms. Deluca stated it's a discussion the administration has been discussing. The exam given is called a cumulative exam.

Mr. O'Connell asked about the midterms and final exams given in the AP classes at the High School. Ms. Deluca stated in most High Schools there is a final project instead of a final exam.

Mr. Donaghue thanked Ms. Deluca and Mr. Uglialoro and appreciated the initiative.

Dr. O'Malley continued reviewing the Program Agenda.

- The public hearing for the budget will be moved from the March 29th to March 22nd. The Board agreed to the change in the date this way school was still in session. There will be no consequences for the District to make this change even though the State has a set week for when the hearings should be held.
- The final items are the continuation of a feeding specialist and a maternity leave replacement.

After meeting as The Committee of the Whole with the Superintendent, the Board approves the following items:

A. TRAVEL

1. Pursuant to travel policy#4033, the following staff for travel related to training and seminars. This travel is deemed educationally necessary and fiscally prudent, and all travel expenditures shall be directly related to and within the scope of the staff member's current responsibilities and the district's Professional Development Plan. (PROGRAM ATTACHMENT #1)

POLICY: 4033 Travel/Reimbursable Expenses

RATIONALE: Required estimates to abide by law and policy. All amounts are not to exceed.

B. OTHER

1. **Approve** the 2010-2011 School Calendar. (PROGRAM ATTACHMENT #2)

POLICY: 6111 School Calendar

RATIONALE: As per Board of Education Policy

EFFECTIVE: July 1, 2010

2. **Approve** the submission of the Matawan-Aberdeen Regional School District's 2010-2011 Professional Development Plan to the Monmouth County Professional Development Board for review and approval.
3. **Approve** the proposed changes to the Matawan-Aberdeen Middle School World Language Program for the 2010-2011 school year.
4. **Approve** the scheduling of the Matawan-Aberdeen Regional School District's Public Hearing for the 2010-2011 school budget to be held on Monday, March 29th at 7:00 p.m. at Cambridge Park School.

C. SPECIAL SERVICES

1. **Approve** the following Special Education services for the 2009-2010 school year:

STUDENT	SERVICES	RATE	DATES OF SERVICES	TOTAL
0609-003	Feeding Specialist Elizabeth McCormack	\$110.00 per hr 2 hrs per wk (12 weeks)	02/03/10 – 04/30/10 (no services week of March 29 th)	\$2,640.00
Lloyd Road/	Learning Disabilities/	\$541.00 per day 3 days per wk	02/05/10 – 04/26/10	\$17,853.00

Strathmore	Teacher Consultant (for maternity leave)	(11 weeks)	(no services week of March 29 th)	
------------	--	------------	--	--

VII. PERSONNEL

Move to approve upon the recommendation of the Superintendent:

Mr. Glastein reviewed personnel agenda.

- Reviewed the retirements and the leaves of absences.
- On page 2 the appointments are listed.
- Staffing array changes and salary adjustments

Mr. Donaghue asked if the home instruction teachers are solely home instruction teachers or are in the school during the day then go to the students after work. Mr. Glastein stated they are regular teachers who go do the home instruction after the school day.

Dr. Gambino asked about the \$110 per diem rate under appointments. Dr. O'Malley stated it is a long term replacement. Dr. Gambino questioned why someone is being paid as a substitute since the District uses Source 4 Teachers.

Dr. Gambino noted the \$2,200 cost for the chaperones to attend the Middle School and High School graduations.

Mr. Warren wanted to know what vital role the chaperones play. Mr. Glastein stated the chaperones maintain order.

MOTION BY: _____, **SECONDED BY:** _____

A. RESIGNATIONS/RETIREMENTS

*POLICY: 4112.1 Individual Contracts-Certificated Staff
4212.1 Individual Contracts Non-Certificated Staff*

NAME	LOC	POSITION	REASON	DATE EMP.	EFF. DATE
FRIEDL, JAMES P.	HS	Teacher of Science	Retirement	4/15/1980	6/30/10
GEIB, IRMA	RD	School Nurse	Retirement	9/01/2000	8/31/10
GRANT, LINDA	LR	Elementary Teacher	Retirement	9/04/1973	6/30/10
MC GRATH, DEBORAH	RD	Library Media Specialist	Retirement	9/01/2006	6/30/10
OLSEN, KATHLEEN	MA	Principal	Retirement	2/04/1985	6/30/10

SALVATORIELLO, RICHARD	HS	Teacher of Industrial Arts	Retirement	9/01/1973	6/30/10
VOGLER, WILLIAM	LR	Elementary Teacher	Retirement	9/01/1970	5/31/10

B. LEAVES OF ABSENCE

POLICY: 4151 Attendance Patterns

4151.1 Personal Illness and Injury/Health and Hardship

NAME	LOC	POSITION	TYPE OF LEAVE	WITH/ W/O PAY	EFF. DATE
BROPHY, EILEEN	LR	ELEMENTARY TEACHER	Personal	Without	Half Day 3/5/10
CASTELLI, COURTNEY	HS	TEACHER OF ENGLISH	Maternity Leave Disability Phase	With	4/27/10 – 6/30/10
DI GIOVANNI, DONNA	CL	ELEMENTARY TEACHER	Family Leave	Without	2/8/10 – 2/26/10
HARNETT, DEBORAH	LR	INSTRUCTIONAL ASSISTANT	Personal	Without	4/9/10 (<i>HS Music Trip to Williamsburg, VA. Chaperone</i>)
SINGER, TOVAH	LR/ST	LDT/C	Medical Leave	Without	1/26/10 – 2/19/10
			Disability Phase	Without	2/22/10 – 3/19/10
			Disability Phase Child Care	Without	3/22/10 – 5/10/10
			FMLA	Without	5/11/10 – 5/28/10 Amended Dates
WALKER, MARTINE	CL	KINDERGARTEN TEACHER	Maternity Leave FMLA	Without	2/15/10 – 3/26/10

C. APPOINTMENTS

POLICY: 4111/4211

Recruiting, Selection and Hiring

4142/4242

Salary Checks and Deductions

4122

Substitute Teachers Student Teachers/Interns

4213/4214

Assignment/Transfer

1. APPOINTMENTS

NAME	SCH	POSITION	No. Demo Lesson	STEP	SALARY/ STIPEND	# INT	REPLACE REASON	EFF. DATE
ESPOSITO- PETERS MINDY	CL	Kindergarten Teacher	N/A	C-01	\$44,650.00 (Pro-rated)	N/A	Walker (Maternity Leave)	2/9/10 – 3/26/10 Amended Dates Previously Approved 12/21/09

NAME	SCH	POSITION	No. Demo Lesson	STEP	SALARY/ STIPEND	# INT	REPLACE REASON	EFF. DATE
TBD	CO	Transportation Assistant P/T	N/A	TBD	TBD	TBD	New	2/23/10 – 6/30/10
MARSHALL, GAIL	LR	Elementary Teacher (Replacement Position) Candidate recalled - held same position last year.	2	N/A	Per Diem \$110.00 Per Day	4	Mc Cullough (Retirement) Mammano (Transfer)	2/23/10 – 6/30/10

NOTE: The law on background checks requires ultimate clearance prior to any employment becoming final

2. SUBSTITUTES

TRANSPORTATION	ACCOUNT: 11-XXX-270-160-XX-XXXX-9
CUSTODIAN	ACCOUNT: 11-XXX-262-116-XX-XXXX-9

NOTE: The law on background checks requires ultimate clearance prior to any employment becoming final.

3. SALARY ADJUSTMENTS – MRTA

	NAME	LOC	FROM	TO	2009/2010 GUIDE	INSTITUTION
1	ROGERS, KIMBERLY	HS	C-14.5 (BA) \$74,850.00	E-14.5 (MA) \$82,030.00		Monmouth University
2	TARRAZI, DYLAN	MA	D-6.5 (BA+30) \$51,300.00.00	E-6.5 (MA) \$53,480.00		Walden University

RATIONALE: Additional College Credits/Degrees Earned
 COST: Per MRTA Salary Guide
 ACCOUNT: Contractual Salaries
 EFFECTIVE DATE: 2/1/10 (Retroactive)

4. COLLEGE STUDENT OBSERVER

NAME	COLLEGE/ UNIVERSITY	COOPERATING TEACHER/ ADMINISTRATOR	SCHOOL/AREA
CAMILLARY, CATHERINE	MONTCLAIR STATE UNIVERSITY	BARBI SIEGEL	HS – Student Personnel Services STUDENT OBSERVER Spring 2010 – 35 Hours Start: 2/5/10 (Retroactive)
KING, EILEEN	NEW JERSEY CITY UNIVERSITY	SUSAN RARDIN	CL – Library Media Specialist STUDENT OBSERVER Spring 2010 – 150 Hours

NAME	COLLEGE/ UNIVERSITY	COOPERATING TEACHER/ ADMINISTRATOR	SCHOOL/AREA
			Start: 2/23/10

RATIONALE: Student will be able to complete course work requirements toward degrees and Certifications

COST: None

EFFECTIVE DATE: 2009/2010 School year

5. CHAPERONES – HIGH SCHOOL GRADUATION EXERCISE

	LAST NAME	FIRST		LAST NAME	FIRST
1	BUTLER	JACQUELINE	15	NINGER	ELLEN
2	CORNACCHIA	MARIO	16	PICKENS	SAMUEL
3	DELLERT	DEE	17	PISANI	LAURA
4	EOVINO	KATHLEEN	18	PRINZI	MARIA
5	FAJARDO	CAROLE	19	PROSS	KERRY
6	FRICOVSKY	KATY	20	QUINN	KATHLEEN
7	FRIEDL	JAMES P.	21	RATCLIFFE	JILL
8	FRISCIA	MARY JANE	22	STETZ	DIANE
9	GOHAR	SERENA	23	TOMASELLO	LOUISE
10	JACKMAN	NEIL	24	TURNER	SAMUEL
11	KISH	SHERYL	25	VINA	WILLIAM
12	LAMBERT	BETH	26	WEISSMAN	LINDA
13	MAIN	PAMELA	27	WYNES	NICHOLE
14	MC DEDE	MARIA	28	ZANGHI	NANCY

COST: Two Hours @ \$25.00/Hour

ACCOUNT: #11-140-100-101-30-0000-1

EFFECTIVE: JUNE 2010

6. CHAPERONES – MIDDLE SCHOOL 8TH GRADE PROMOTION

	LAST NAME	FIRST		LAST NAME	FIRST
1	BEBEL	HELEN	10	POLITANO	GEORGETTE
2	BUONOMO	TERESA	11	READ	CHRISTINE
3	DE BE VOISE	MARGARET	12	RIGGLEMAN	CATHERINE
4	FESTA	PAULA	13	SCHNAKENBERG	PAULA
5	FORTI	STEPHANIE	14	SMOLOKOFF	MARY BETH
6	GORMAN	MARSHALL	15	SPAFFORD	DANA
7	HAWCO	MEGHAN	16	VIEL	LINDA
8	JENKINS	KAREN	17	WILSON (Alternate)	TARA
9	LEUIN (Alternate)	HARVEY			

COST: Two Hours @ \$25.00/Hour

ACCOUNT: #11-130-100-101-40-0000-0

EFFECTIVE: JUNE 2010

7. VOLUNTEERS – ACTIVITIES – HIGH SCHOOL

	NAME	ACTIVITY
1	JACKSON, SONNY	SPRING TRACK & FIELD

8. HOME INSTRUCTION – HIGH SCHOOL

I.D.	Subject/Class	School	Classroom Teacher	Home Instruction Teacher For Approval	Hours Per Week	No. Of Weeks/Days Per Week	Total No. Of Hours Per Subject/Class	Effective Dates
158486	English 2	HS	MALAVE, ROBERT	GREGG, JENNIFER	2	19 Days	8 Hours	1/28/10 – 2/26/10 (Retroactive)
158486	Lab Ecology	HS	TOMASELLO, LOUISE	TOMASELLO, LOUISE	2	19 Days	8 Hours	1/28/10 – 2/26/10 (Retroactive)
158486	Elements of Geometry	HS	KOMITO, MARC	BUTLER, JACQUELINE	2	19 Days	8 Hours	1/28/10 – 2/26/10 (Retroactive)
158486	US History 2	HS	KAISER, HEATHER	KAISER, HEATHER	2	19 Days	8 Hours	1/28/10 – 2/26/10 (Retroactive)

RATIONALE: Home Instruction required for Student
 COST: \$35.00/Hour
 ACCOUNT: #11-150-100-101-03-0000-1

9. STAFFING ARRAY CHANGES – 2009/2010 School year

NAME	FROM LOC/FT E	ASSIGNMENT	TO LOC/FT E	ASSIGNMENT	EFF DATE/ REASON
MAMMANO, AMY	LR 1.00	RTI Reading/Language Arts & Math	LR 1.00	All Subjects – Grade 5	2/23/10 – 6/30/10

RATIONALE: As indicated above
 COST: Per MRTA Contracts
 EFFECTIVE DATE: As indicated above - 2009/2010 School year

VIII. FINANCE / TRANSPORTATION

After meeting as The Committee of the Whole with the Superintendent, the Board approves the following items:

Ms. Irons reviewed the Finance Agenda.

- Cancellation of outstanding checks in preparation of the audit.
- Reviewed the timelines for the election.

There were no questions or comments from the Board.

A. BUSINESS OPERATIONS

1. Bills List for February, 2010. (Available for review in Board Secretary’s Office)

POLICY: 3326 Payment for Goods and Services

February, 2010, Hand Checks	\$	0
January, 2010, Payroll		3,465,369.49
February, 2010, Bills List		
TOTAL:	\$	

2. Transfer of Funds for January, 2010. (Available for review in Board Secretary’s Office)

POLICY: 3160 Transfer of Funds Between Line Items/Amendments/Purchases Not Budgeted

WHEREAS NJAC 6:20-2.13 “Over expenditure of Funds” states “a district Board of Education shall not incur any obligation or approve any payment in excess of the amount appropriated by the district Board of Education in the line item pursuant to NJAC 18A:22-8.1”.

NOW THEREFORE BE IT RESOLVED that the attached line item transfer be approved:

3. The Report of the Treasurer (Month ending January, 2010) which is in agreement with the Board Secretary’s Report. (Available for review in Board Secretary’s Office)

POLICY: 3571 Financial Reports

4. The Board Secretary’s Financial Report for the month of January, 2010 as follows. (Available for review in Board Secretary’s Office)

POLICY: 3571 Financial Reports

The Board of Education hereby accepts the Board Secretary’s Financial Report for the month of **January, 2010**, as per the procedure instituted by the State Department of Education, wherein the required certification by the Board Secretary is adhered to in the attachment.

Pursuant to N.J.A.C. 6:20-2:13(e), the Board of Education certify that as of **January 31, 2010**; and after review of the Secretary’s monthly financial report for the same month (appropriations section), and upon consultation with the appropriate district officials, to the best of their knowledge no major account or fund has been over expended in violation

of N.J.A.C. 6:20-3:13(b), and that sufficient funds are available to meet the District's financial obligations for the remainder of the fiscal year.

5. Cancellation of Outstanding Checks

Cancellation of all outstanding checks in the General Fund, Payroll Account and Athletic Fund due to expire prior to **June 30, 2009**.

ACCOUNT	TOTAL AMOUNT
General Fund	\$28,850.24
Net Payroll Account	4,628.57
Athletic Fund	908.50

RATIONALE: All checks issued by the school district are valid for 90 days. Above totals represent checks that are currently outstanding.

6. Elections/Appointments

POLICY: 9112 Elections/Appointments

Nominating Petitions must be filed with the Board Secretary on or before 4:00 p.m. on Monday, March 1, 2010 in the Business Office, One Crest Way, Aberdeen, NJ 07747.

The drawing of the names for the election ballot positions will be held at 10:00 a.m. on Wednesday, March 10, 2010 in the Board Conference Room, One Crest Way, Aberdeen, NJ 07747 pursuant to N.J.S.A.19:60-8.

The polling places will be open Tuesday, April 20, 2010, between the hours of 1:00 p.m. and 9:00 p.m. pursuant to N.J.S.A. 19:60:1.

IX. Policy

Motion _____, seconded by _____.

Mr. Kenny asked the Board to review the 9000 Series of policies.

#9100 – Public Relations - Ms. Rubino would like the wording changed to “develop highly qualified teachers.”

#9162 – Athletic Code of Conduct - Ms. Rubino stated there's an option, “All of the Above” was selected.

#9180 – School Volunteers - Mr. Warren asked why a volunteer who non-certificated has to be in the presence of a certificated individual when with a student. It is state law.

#9210 – Parent Organizations - Mr. Warren stated any group can meet so why does the Board have to recognize them. There should be specific language that

any group needs approval from the Board to use the District's name. Mr. O'Connell stated it's a brand issue because these groups can raise money under the name of the School District.

#9270 – Home Schooling and Equivalent Education Outside the Schools - Ms. Rubino stated the District is not required to provide any entitlements. Dr. O'Malley stated it would have to come before the Board. Mr. Ruprecht asked if the District has to pay for students that go to MAST. Dr. O'Malley stated students who receive Home Instruction can not participate in extracurricular activities because they have elected not to be a part of the District.

#9323 – Notification of Juvenile Offender Case Disposition - Dr. O'Malley stated the Chief of Police will notify the District of any outcomes. This has been the usual practice.

Dr. O'Malley stated there were two policies already approved under this series in July and not on this list.

After meeting as The Committee of the Whole with the Superintendent, the Board approves the following policies:

IX. COMMUNITY

<u>Number</u>	<u>Title</u>
9100	Public Relations
9120	Public Relations Program
9125	School District Cable Television Channel
9140	Citizens Advisory Committees
9150	School Visitors
9160	Public Attendance at School Events
9161	Crowd Control
9162	Athletic Code of Conduct
9180	School Volunteers
9190	Community Organizations
9191	Booster Clubs
9200	Cooperation between Parents and School
9210	Parent Organizations
9230	Parental Responsibilities
9240	Rights of Parents
9260	Parental Liability for Vandalism
9270	Home Schooling and Equivalent Education outside the Schools
9280	Parent Conferences

9310	Cooperation with Municipal Agencies
9323	Notification of Juvenile Offender Case Disposition
9324	Sex Offender Registration and Notification
9340	Cooperation with Public Library
9400	News Media Relations
9500	Cooperation with Educational Agencies
9541	Student Teachers/Interns
9550	Educational Research Projects
9560	Administration of School Surveys
9700	Special Interest Groups
9713	Recruitment by Special Interest Groups
9720	Solicitations by Vendors

X. DISCUSSION OF THE 2010-2011 BUDGET

Dr. O'Malley reviewed the packet that was sent to the Board regarding the 2010-2011 budget and the possible cuts needed. Personnel and Contractual issues will be discussed in Executive Session.

- \$1.7 Million shortfall in State Aid.
- Loss of approximately \$412,000 in surplus.
- Interest and other miscellaneous revenue shortfalls of \$354,000.
- Approximately \$3.5 Million in appropriation increases.
- Looking at about a \$6 Million budget problem.

Dr. O'Malley laid out his plan and other options on how to address the \$6 Million problem.

- There will be layoffs, non renewals and retirements of staff members
- Reduction in administrative positions.
- The District can waive up to two months in health benefits payments which would require a Board resolution. Mr. O'Connell asked what waiving the health payments meant. Dr. O'Malley stated the District would only have to make up the payments if we leave the state health benefits plan. Dr. Gambino stated he was not sure what the Board could talk about during the public portion of the meeting.
- The Emergency Fund of \$250,000 can be used for health care costs.
- Removal of some lunch aides and the reduction in upper level salaries.

- Recommends a tax increase of 1.9% to 3%. With any level of tax levy increase additional cuts will still need to be made.
- Five additional staff members will be cut.
- Curriculum writing totaling \$55,000 for the Academies.
- Speech services will not be needed next year.
- 10% cut to all appropriations.
- Tutorials will be cut across the District.
- Attachment #5 is large item program costs which can be cut while attachment #6 compares the changes in class size.

There were comments and questions from the Board:

- Mr. Ruprecht would like to know what can and can not be discussed.
- Mr. O'Connell stated the Board goal is 2% increase, not 0% and by using the Capital Reserve funds the proposed increase will go from 3% to 1.9%.
- Mr. O'Connell questioned to figures for the program costs, specifically the Transportation personnel expense. Ms. Irons stated personnel will still be needed to get the routes together.
- Mr. O'Connell asked if the District needs six assistant coaches for football. Dr. O'Malley reviewed attachment # 4.
- Dr. O'Malley cut the \$30,200 cost for school boards.
- Mr. O'Connell noticed the unbalance between the men's athletic program costs compared to women's athletic program costs.
- Mr. Donaghue stated the Board has to look at the reality of the situation. All the parties involved have to get together and come up with a solution. Dr. O'Malley stated there are employees working with the District to help the Board with the budget.
- Mr. O'Connell questioned the 39 employees that will be cut. Dr. O'Malley stated that with Labor Council's advice he will not discuss it. 39 people and their benefits will be gone.
- Ms. Rubino asked if the new retirements are on the list. Dr. O'Malley stated they were not and that it's tough to estimate the breakage.
- Mr. Ruprecht questioned if there will be curriculum in the Academies in 3 or 4 years without the curriculum writers. Dr. O'Malley stated the District will do its best, but it won't be as good without the teachers writing the curriculum.

- Mr. Warren wants to go through as many items as possible to give Dr. O'Malley as many options as possible as noted below:
- An alternative to the Summer programs. Dr. O'Malley stated students would have to go other places.
- Curriculum writing can be purchased online. Dr. O'Malley stated it is possible with the use grant money.
- There is an alternative to the NWEA. There is a free program offered by the State. Dr. Gambino stated there are three years left.
- Classes not related to college readiness should be eliminated with funding going towards the core classes. Classes such as Driver's Education and Ceramics are not necessary. Mr. O'Connell stated the bells and whistles are not needed.
- Mr. O'Connell wants to take the Out of District kids and bring them back within the District. Believes the District should develop a world class program.
- Mr. Kenny wants the focus to take place on the cuts and decide what to do about the tax increase and come up with a figure Dr. O'Malley can work with.
- Mr. Warren and Mr. O'Connell would like to know what it would cost to fund only core programs.
- Mr. Donaghue stated this budget isn't going to be passed by the public.
- Mr. Warren discussed class size and the Star report.
- Mr. Ruprecht said the Board should be putting together a proposal for the budget and give Dr. O'Malley some direction.
- Mr. Warren would like the consideration of additional cuts.
- Mr. Warren discussed the outsourcing of certain areas which are not core areas
- Dr. O'Malley reiterated that he needs direction from the Board.
- Mr. O'Connell believes the Board should stick the goal of a 2% tax levy increase.
- Mr. Kenny stated there needs to be a consensus among the Board on what the tax levy is going to be.
- Mr. Ruprecht inquired about the use of the Capital Reserve funds. Dr. O'Malley stated the amount of the tax levy increase will be reduced as more of the Capital Reserve funds are used. A discussion took place among Board members about the Capital Reserve fund.
- Mr. Warren would like to cut more out of the current budget.

XI. COMMENTS & QUESTIONS FROM PUBLIC RELATING TO ADDITIONAL CONCERNS:

Various Aberdeen and Matawan residents made comments, expressed concern, and/or raised questions regarding the following items included in the agenda to which Dr. O'Malley, Mr. Kenny, Mr. O'Connell and Mr. Donaghue responded.

Mr. Pidell,

- Asked how many of the 612 District employees are teachers and aides? Dr. O'Malley stated there are approximately 375 teachers and 50 aides.
- What is the Board obligated to pay for salary increases. Dr. O'Malley stated the District is currently in negotiations. Mr. Pidell asked if the raises are built into the budget. Dr. O'Malley can't tell him what the percentage raise will be. Mr. Kenny stated no unions in New Jersey have taken a 0 percent increase.
- Urged the Board to find new streams of revenue.
- What percentage of the budget is Transportation related. Dr. O'Malley stated it is tough to answer because the District will lose revenue when you make cuts.
- Explanation of who actually approves the budget? Dr. O'Malley stated the budget is approved by the voters of Aberdeen and Matawan. Mr. O'Connell reviewed the entire budget process. Mr. Donaghue noted that the State of New Jersey can take whatever funds they want when they want.
- There is no way that a 3% budget increase would pass but believes it is premature to say the vote will fail. The Board needs to make people aware of what is needed. Mr. O'Connell noted that the Board can't sell the vote or use District funds to market the budget.

Ms. Esposito,

- Asked Mr. Kenny to ask Mr. Warren how the search for Grant revenues is going?
- Wanted it known that people who don't have children in the District should not say they would like to increase class sizes.

Mr. Aitken, 65 Juniper Place,

- Believes the World Language program is worthless and asked Dr. O'Malley what is the State law regarding World Language courses. Dr. O'Malley answered that the State requires one year and our District requires two years.
- U.S. History should have more importance in the District and should be taught first. Can there be a referendum asking parents if they want a certain program in the District. Dr. O'Malley stated a second question can be placed on the ballot.

XII. OLD BUSINESS

- There was no old business from the Board.

XIII. NEW BUSINESS

Mr. Warren noted the Tennessee Star report stated there the adherent advantage of the small class sizes was not cumulative. There is no additional benefit in having a small class size.

Mr. Warren has given thought into bringing in additional revenue. There are a number of universities that have a partnership with their faculty who present business proposals to the university. The faculty can use university sites for their businesses. Would like to set up guidelines where someone can use the District's facilities for their enterprises in return for the District receiving a percentage of their sales or services. If 50 or 100 people take advantage, it could amount to something bigger. Ms. Rubino believed that would have to be contractual.

Dr. Gambino stated he was concerned about the Board going into Executive Session to discuss the budget and will not attend for that reason.

Mr. Kenny has begun the process of Superintendent's evaluation.

XIV. EXECUTIVE SESSION

A motion by Mr. Ruprecht, seconded by Dr. Delaney for the Board to enter into Executive Session for Personnel and Contractual Matters.

The Board went into Executive Session for Personnel and Contractual Matters at **10:00 PM.**

XV. ADJOURNMENT

A motion by Mr. Ruprecht, seconded by Dr. Delaney.

RECOMMEND: That the meeting be adjourned. The public portion of the Regular Action meeting adjourned at **9:48 PM.**

ROLL CALL VOTE:	AYES	NAYS	ABSENT	ABSTAIN
	9			

Respectfully submitted,

Susan A. Irons
Business Administrator/Board Secretary

**APPROVED STAFF TRAVEL 2009-2010
FEBRUARY 22, 2010**

NAME	BUILD	DATES	LOCATION	TITLE	REGIS. FEE	MILEAGE MAX	TOLLS-PARK	LODGING	MEALS	TOTAL	SUB YES/NO
Petillo, Jennifer	CO	03/12/10	Eatontown, NJ	Association of Learning Consultants Spring Workshop	\$75.00	X	X	X	X	\$75.00	NO
Minneci, Frances	LR	04/22/10	Forsgate Country Club/ Jamesburg, NJ	Follett Books Spring Book Look	X	\$8.74	X	X	X	\$8.74	YES
Alli, Asma	CL	05/19/10	Somerset, NJ	NJ TESOL 2010 Spring Conference	\$144.00	X	X	X	X	\$144.00	YES
Carter, Shauna	MA	03/19/10	Kean University/ Union, NJ	Statewide Middle Schools Conference	\$125.00	X	X	X	X	\$125.00	NO
Hollinger, Jessica	MA	04/16/10	Piscataway, NJ	Topics in Transition Planning for Students with Disabilities	X	\$9.98	X	X	X	\$9.98	NO
TOTAL										\$362.72	
* The District is a Member of the Brookdale Math/Science Consortium											
* REQUIRED ESTIMATES TO ABIDE BY LAW AND POLICY. ALL AMOUNTS ARE NOT TO EXCEED.											

MATAWAN-ABERDEEN REGIONAL SCHOOL DISTRICT SCHOOL CALENDAR 2010 - 2011

<p style="text-align: center;">SEPTEMBER 2010</p> <table border="1" style="width: 100%; border-collapse: collapse; text-align: center;"> <tr><th>S</th><th>M</th><th>T</th><th>W</th><th>T</th><th>F</th><th>S</th></tr> <tr><td></td><td></td><td></td><td>X</td><td>2</td><td>3</td><td>4</td></tr> <tr><td>5</td><td>X</td><td>7</td><td>8</td><td>X</td><td>10</td><td>11</td></tr> <tr><td>12</td><td>13</td><td>14</td><td>15</td><td>16</td><td>17</td><td>18</td></tr> <tr><td>19</td><td>20</td><td>21</td><td>22</td><td>23</td><td>24</td><td>25</td></tr> <tr><td>26</td><td>27</td><td>28</td><td>29</td><td>30</td><td></td><td></td></tr> </table>	S	M	T	W	T	F	S				X	2	3	4	5	X	7	8	X	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30			<p>September: 1 - All Staff Report 2 - Schools Open 6 - Labor Day 9, 10 - Rosh Hashanah Schools Closed</p>	<p style="text-align: center;">FEBRUARY 2011</p> <table border="1" style="width: 100%; border-collapse: collapse; text-align: center;"> <tr><th>S</th><th>M</th><th>T</th><th>W</th><th>T</th><th>F</th><th>S</th></tr> <tr><td></td><td></td><td>1</td><td>2</td><td>3</td><td>4</td><td>5</td></tr> <tr><td>6</td><td>X</td><td>8</td><td>9</td><td>10</td><td>11</td><td>12</td></tr> <tr><td>13</td><td>14</td><td>15</td><td>16</td><td>17</td><td>X</td><td>19</td></tr> <tr><td>20</td><td>X</td><td>22</td><td>23</td><td>24</td><td>25</td><td>26</td></tr> <tr><td>27</td><td>28</td><td></td><td></td><td></td><td></td><td></td></tr> </table>	S	M	T	W	T	F	S			1	2	3	4	5	6	X	8	9	10	11	12	13	14	15	16	17	X	19	20	X	22	23	24	25	26	27	28						<p>February: 7 - In Service for Staff Schools Closed 18, 21 - President's Weekend Schools Closed</p>							
S	M	T	W	T	F	S																																																																																								
			X	2	3	4																																																																																								
5	X	7	8	X	10	11																																																																																								
12	13	14	15	16	17	18																																																																																								
19	20	21	22	23	24	25																																																																																								
26	27	28	29	30																																																																																										
S	M	T	W	T	F	S																																																																																								
		1	2	3	4	5																																																																																								
6	X	8	9	10	11	12																																																																																								
13	14	15	16	17	X	19																																																																																								
20	X	22	23	24	25	26																																																																																								
27	28																																																																																													
<p style="text-align: center;">OCTOBER 2010</p> <table border="1" style="width: 100%; border-collapse: collapse; text-align: center;"> <tr><th>S</th><th>M</th><th>T</th><th>W</th><th>T</th><th>F</th><th>S</th></tr> <tr><td></td><td></td><td></td><td></td><td></td><td>1</td><td>2</td></tr> <tr><td>3</td><td>4</td><td>5</td><td>6</td><td>7</td><td>8</td><td>9</td></tr> <tr><td>10</td><td>X</td><td>12</td><td>13</td><td>14</td><td>15</td><td>16</td></tr> <tr><td>17</td><td>18</td><td>19</td><td>20</td><td>21</td><td>22</td><td>23</td></tr> <tr><td>24</td><td>25</td><td>26</td><td>27</td><td>28</td><td>29</td><td>30</td></tr> <tr><td>31</td><td></td><td></td><td></td><td></td><td></td><td></td></tr> </table>	S	M	T	W	T	F	S						1	2	3	4	5	6	7	8	9	10	X	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31							<p>October: 11 - Columbus Day Observance/ In-Service for Staff</p>	<p style="text-align: center;">MARCH 2011</p> <table border="1" style="width: 100%; border-collapse: collapse; text-align: center;"> <tr><th>S</th><th>M</th><th>T</th><th>W</th><th>T</th><th>F</th><th>S</th></tr> <tr><td></td><td></td><td>1</td><td>2</td><td>3</td><td>4</td><td>5</td></tr> <tr><td>6</td><td>7</td><td>8</td><td>9</td><td>10</td><td>X</td><td>12</td></tr> <tr><td>13</td><td>14</td><td>15</td><td>16</td><td>17</td><td>18</td><td>19</td></tr> <tr><td>20</td><td>21</td><td>22</td><td>23</td><td>24</td><td>25</td><td>26</td></tr> <tr><td>27</td><td>28</td><td>29</td><td>30</td><td>31</td><td></td><td></td></tr> </table>	S	M	T	W	T	F	S			1	2	3	4	5	6	7	8	9	10	X	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	30	31			<p>March: 11 - In Service for Staff Schools Closed</p>
S	M	T	W	T	F	S																																																																																								
					1	2																																																																																								
3	4	5	6	7	8	9																																																																																								
10	X	12	13	14	15	16																																																																																								
17	18	19	20	21	22	23																																																																																								
24	25	26	27	28	29	30																																																																																								
31																																																																																														
S	M	T	W	T	F	S																																																																																								
		1	2	3	4	5																																																																																								
6	7	8	9	10	X	12																																																																																								
13	14	15	16	17	18	19																																																																																								
20	21	22	23	24	25	26																																																																																								
27	28	29	30	31																																																																																										
<p style="text-align: center;">NOVEMBER 2010</p> <table border="1" style="width: 100%; border-collapse: collapse; text-align: center;"> <tr><th>S</th><th>M</th><th>T</th><th>W</th><th>T</th><th>F</th><th>S</th></tr> <tr><td></td><td>1</td><td>2</td><td>3</td><td>X</td><td>8</td><td>6</td></tr> <tr><td>7</td><td>8</td><td>9</td><td>10</td><td>11</td><td>12</td><td>13</td></tr> <tr><td>14</td><td>15</td><td>16</td><td>17</td><td>18</td><td>19</td><td>20</td></tr> <tr><td>21</td><td>22</td><td>23</td><td>24</td><td>X</td><td>26</td><td>27</td></tr> <tr><td>28</td><td>29</td><td>30</td><td></td><td></td><td></td><td></td></tr> </table>	S	M	T	W	T	F	S		1	2	3	X	8	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	X	26	27	28	29	30					<p>November: 4 - NJEA Convention School Closed 5 - NJEA Convention/Veterans Day Observance 24 - Half Day Students/Staff 25, 26 - Thanksgiving Schools Closed</p>	<p style="text-align: center;">APRIL 2011</p> <table border="1" style="width: 100%; border-collapse: collapse; text-align: center;"> <tr><th>S</th><th>M</th><th>T</th><th>W</th><th>T</th><th>F</th><th>S</th></tr> <tr><td></td><td></td><td></td><td></td><td></td><td>1</td><td>2</td></tr> <tr><td>3</td><td>4</td><td>5</td><td>6</td><td>7</td><td>8</td><td>9</td></tr> <tr><td>10</td><td>11</td><td>12</td><td>13</td><td>14</td><td>15</td><td>16</td></tr> <tr><td>17</td><td>X</td><td>18</td><td>X</td><td>20</td><td>X</td><td>23</td></tr> <tr><td>24</td><td>X</td><td>26</td><td>27</td><td>28</td><td>29</td><td>30</td></tr> </table>	S	M	T	W	T	F	S						1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	X	18	X	20	X	23	24	X	26	27	28	29	30	<p>April: 18 - 25 - Spring Recess Schools Closed</p>							
S	M	T	W	T	F	S																																																																																								
	1	2	3	X	8	6																																																																																								
7	8	9	10	11	12	13																																																																																								
14	15	16	17	18	19	20																																																																																								
21	22	23	24	X	26	27																																																																																								
28	29	30																																																																																												
S	M	T	W	T	F	S																																																																																								
					1	2																																																																																								
3	4	5	6	7	8	9																																																																																								
10	11	12	13	14	15	16																																																																																								
17	X	18	X	20	X	23																																																																																								
24	X	26	27	28	29	30																																																																																								
<p style="text-align: center;">DECEMBER 2010</p> <table border="1" style="width: 100%; border-collapse: collapse; text-align: center;"> <tr><th>S</th><th>M</th><th>T</th><th>W</th><th>T</th><th>F</th><th>S</th></tr> <tr><td></td><td></td><td></td><td>1</td><td>2</td><td>3</td><td>4</td></tr> <tr><td>5</td><td>6</td><td>7</td><td>8</td><td>9</td><td>10</td><td>11</td></tr> <tr><td>12</td><td>13</td><td>14</td><td>15</td><td>16</td><td>17</td><td>18</td></tr> <tr><td>19</td><td>20</td><td>21</td><td>22</td><td>X</td><td>24</td><td>25</td></tr> <tr><td>26</td><td>X</td><td>28</td><td>X</td><td>30</td><td>X</td><td></td></tr> </table>	S	M	T	W	T	F	S				1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	X	24	25	26	X	28	X	30	X		<p>December: 23 - Half Day Students/Staff 24 - 31 - Winter Recess School Closed</p>	<p style="text-align: center;">MAY 2011</p> <table border="1" style="width: 100%; border-collapse: collapse; text-align: center;"> <tr><th>S</th><th>M</th><th>T</th><th>W</th><th>T</th><th>F</th><th>S</th></tr> <tr><td>1</td><td>2</td><td>3</td><td>4</td><td>5</td><td>6</td><td>7</td></tr> <tr><td>8</td><td>9</td><td>10</td><td>11</td><td>12</td><td>13</td><td>14</td></tr> <tr><td>15</td><td>16</td><td>17</td><td>18</td><td>19</td><td>20</td><td>21</td></tr> <tr><td>22</td><td>23</td><td>24</td><td>25</td><td>26</td><td>27</td><td>28</td></tr> <tr><td>29</td><td>X</td><td>31</td><td></td><td></td><td></td><td></td></tr> </table>	S	M	T	W	T	F	S	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29	X	31					<p>May: 30 - Memorial Day - Schools Closed</p>							
S	M	T	W	T	F	S																																																																																								
			1	2	3	4																																																																																								
5	6	7	8	9	10	11																																																																																								
12	13	14	15	16	17	18																																																																																								
19	20	21	22	X	24	25																																																																																								
26	X	28	X	30	X																																																																																									
S	M	T	W	T	F	S																																																																																								
1	2	3	4	5	6	7																																																																																								
8	9	10	11	12	13	14																																																																																								
15	16	17	18	19	20	21																																																																																								
22	23	24	25	26	27	28																																																																																								
29	X	31																																																																																												
<p style="text-align: center;">JANUARY 2011</p> <table border="1" style="width: 100%; border-collapse: collapse; text-align: center;"> <tr><th>S</th><th>M</th><th>T</th><th>W</th><th>T</th><th>F</th><th>S</th></tr> <tr><td></td><td></td><td></td><td></td><td></td><td></td><td>1</td></tr> <tr><td>2</td><td>3</td><td>4</td><td>5</td><td>6</td><td>7</td><td>8</td></tr> <tr><td>9</td><td>10</td><td>11</td><td>12</td><td>13</td><td>14</td><td>15</td></tr> <tr><td>16</td><td>X</td><td>18</td><td>19</td><td>20</td><td>21</td><td>22</td></tr> <tr><td>23</td><td>24</td><td>25</td><td>26</td><td>27</td><td>28</td><td>29</td></tr> <tr><td>30</td><td>31</td><td></td><td></td><td></td><td></td><td></td></tr> </table>	S	M	T	W	T	F	S							1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	X	18	19	20	21	22	23	24	25	26	27	28	29	30	31						<p>January: 17 - Martin Luther King Day Schools Closed</p> <div style="border: 1px solid black; padding: 5px; margin-top: 10px; text-align: center;"> <p>Jan. 21, 24, 25, 26 - Half Day HIGH SCHOOL STUDENTS ONLY</p> </div>	<p style="text-align: center;">JUNE 2011</p> <table border="1" style="width: 100%; border-collapse: collapse; text-align: center;"> <tr><th>S</th><th>M</th><th>T</th><th>W</th><th>T</th><th>F</th><th>S</th></tr> <tr><td></td><td></td><td></td><td>1</td><td>2</td><td>3</td><td>4</td></tr> <tr><td>5</td><td>6</td><td>7</td><td>8</td><td>9</td><td>X</td><td>11</td></tr> <tr><td>12</td><td>13</td><td>14</td><td>15</td><td>16</td><td>17</td><td>18</td></tr> <tr><td>19</td><td>20</td><td>21</td><td>22</td><td>23</td><td>24</td><td>25</td></tr> <tr><td>26</td><td>27</td><td>28</td><td>29</td><td></td><td></td><td></td></tr> </table>	S	M	T	W	T	F	S				1	2	3	4	5	6	7	8	9	X	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	26	27	28	29				<p>June:</p> <div style="border: 1px solid black; padding: 5px; margin-top: 10px; text-align: center;"> <p>June 10 - Half Day Students/Teachers HIGH SCHOOL ONLY</p> </div> <p>21 - Half Day Students/Staff 22 - Half Day Students/Staff</p>
S	M	T	W	T	F	S																																																																																								
						1																																																																																								
2	3	4	5	6	7	8																																																																																								
9	10	11	12	13	14	15																																																																																								
16	X	18	19	20	21	22																																																																																								
23	24	25	26	27	28	29																																																																																								
30	31																																																																																													
S	M	T	W	T	F	S																																																																																								
			1	2	3	4																																																																																								
5	6	7	8	9	X	11																																																																																								
12	13	14	15	16	17	18																																																																																								
19	20	21	22	23	24	25																																																																																								
26	27	28	29																																																																																											

X = Students Off
/ = 1/2 Day All Students/Staff
□ = 1/2 Day High School Students Only

Marking Periods

1st 09/02/10 - 11/11/10
2nd 11/12/10 - 01/26/11
3rd 01/27/11 - 04/05/11
4th 04/06/11 - 06/22/11

Note: 09/01/10 First Day for Instructional
Non-Instructional Assistants
Office Assistants

PARENT CONFERENCES - FOUR HOUR SESSION

10/20/10	6-12	(Afternoon Grades 6-8) (Evenings Grades 9-12)
10/21/10	6-12	(Afternoon Grades 9-12) (Evening Grades 6-8)
12/01/10	Pre-K-5	(Evening CL, RD, ST) (Afternoon LR, CP)
12/02/10	Pre-K-5	(Evening LR, CP) (Afternoon CL, RD, ST)
03/02/11	Pre-K-5	(Afternoon CL, RD, ST) (Evening LR, CP)
03/03/11	Pre-K-5	(Afternoon LR, CP) (Evening CL, RD, ST)
03/09/11	6-12	(Evening Grades 6-8) (Afternoon 9-12)
03/10/11	6-12	(Afternoon Grades 6-8) (Evening 9-12)

Note: There are four emergency days built into the calendar, which, if taken, will not be necessary to make up in order to meet the 180-day student year. In fact, for each emergency day not taken, the last day of school for students and teachers shall be reduced by one day beginning June 22, 2011, in reverse order. If additional emergency closing days are needed to be made up, they shall be as half-days, beginning June 23, 2011. Staff must make vacation and personal plans with the understanding that the revised schedule will be implemented as needed based upon whether there are other emergencies, and that the Board will not grant personal leave, without pay for these days. Requests for any other leaves of absence (i.e., sick leave or family illness) on these days may require a physician's verification.